

# Racial Justice Commission Framework

*Updated 5/3/2021*



# Mission

The Racial Justice Commission, empowered with the legal authority of a Charter Revision Commission, will seize the transformative potential of this moment in history to identify and propose structural changes and significant policy reforms that will advance racial justice and equity and begin to dismantle structural racism for all New Yorkers.

This work is necessary because systemic racism has been and continues to shape our reality.

# Vision for Racial Equity

The worth, talents, and contributions of all people in society are valued and recognized. Race is not a determinant of economic, political, social, or psychological outcomes, as it neither confers privilege nor denies opportunities.

# Systemic Racism

**Systemic racism** in America is embedded in structural, institutional, and cultural norms and conditions designed and upheld to deny power, access, and opportunity to Black, indigenous, and people of color in order to maintain an inequitable society that is structured to advantage whiteness.

# Changing Systems at Multiple Levels

## Structural

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Foundational laws and values that set up power, access, and opportunity

Approach:

- Charter revision recommendations that shift the structural foundations
- Propose or advocate for legislative changes to state or federal law

## Institutional

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Policies, practices, and decision making embedded in the day-to-day workings of agencies

Approach:

- Major changes NYC agencies should undertake to change approach to policy design, implementation, and assessment of impact
- This could include changes in admin code, agency rulemaking, or changes that do not require any formal policymaking procedures

## Cultural

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Rooted in broader societal movements and practices

Approach:

- Recommendations for continuation of reconciliation process begun during the commission's work
- Recommendations for role of other sectors – nonprofit and for-profit – and what they can undertake to facilitate broader cultural change that dismantles systemic racism

# Instruments of Racism

## Power

The ability to make and influence decisions that impact people's lives.

## Access

The ability to procure and benefit from services, resources and capital.

## Opportunity

The ability to take meaningful advantage of power and access to achieve prosperity.

# Mission-Supporting Methodology:

- **Creating Capacity**

Readiness to engage, participate, and take advantage of opportunity, access, and power.

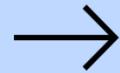
- **Ensuring Accountability**

Systemic and institutional mechanisms of accountability that ensure changes are made effectively and meaningfully and effect consequences if they are not.

Outcome: Racial  
Equity



Pillars of Our  
Framework



Current Inequitable  
Systems



End Point: *Racial Equity*

Ensure Accountability

Power

Access

Opportunity

Create Capacity

Starting Point: *Systemic Racism*

# Framework for Commission's Charter Revision & Policy Work

In pursuit of racial equity, the Commission will examine the **NYC Charter** and **City agencies** to identify structural and institutional laws, regulations, policies, and practices that by design, implementation, or impact enable and perpetuate inequitable power, access and opportunity, and will put forward ballot proposals to both redress these injustices and ensure City adherence.

# APPENDIX

The following slides contain the previous versions of definitions presented at the 4/26/2021 Racial Justice Commission Meeting that have been revised in this presentation.

**Vision for Racial Equity - PREVIOUS:**  
Whiteness is not a privilege, and race is  
not a determinant of outcomes.  
Government takes responsibility for what  
is within its power and is held  
accountable for equitable outcomes.

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# Systemic Racism – PREVIOUS

**Systemic racism** is embedded in structural, institutional, and cultural norms and conditions designed and upheld to deny power, access, and opportunity to Black, brown, immigrant, and other marginalized communities in order to maintain an inequitable society that advantages white people.

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